



DEPARTMENT OF THE ARMY  
U.S. ARMY HUMAN RESOURCES COMMAND  
DA SECRETARIAT FOR SENIOR ENLISTED SELECTION BOARDS  
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REPLY TO  
ATTENTION OF

AHRC-PDV-SEB

25 August 2008

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command, Attention: ATTG-P, 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commandant, US Army Quartermaster Center, (Attn: ATZM), 1201 22<sup>nd</sup> Street, Fort Lee, VA 23801-1601

SUBJECT: Career Management Field (CMF) 92 Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 5 August 2008, subject: Memorandum of Instruction for the FY09 MSG Promotion Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 92 submits this Review and Analysis to assist you in executing your duties as proponent for MOS within this CMF.

3. Competence assessment of Promotion Zone.

a. Performance and potential. Raters and senior raters need to justify excellence bullets better and senior rater comments need to match ratings. (For example: A Rater gave an NCO four Excellence and checked Among the Best for potential and the Senior Rater gave the NCO a 2 on performance and a 2 on potential).

b. Utilization and assignments. Senior NCOs should work in their CMF to be competitive with their peers.

(1) 92A – Automated Logistical Specialist. Key positions that should be held are platoon sergeant, 1SG (if available), and warehouse NCOIC is a must. Secondary zone personnel did better than primary zone personnel in duty position assignments. Primary zone personnel must continue to perform in the hard jobs to get promoted. NCOs need more than 12 months rated time as a platoon sergeant.

(2) 92R – Parachute Rigger. Special mission units took care of their Soldiers. For example: NCOs had multiple deployments and their NCOERs were well written.

(3) 92F/W/L – Petroleum Supply / Water Treatment / Petroleum Lab Specialists. Duty as a platoon sergeant is a must for promotion. NCOs should strive to perform a minimum of 36 months.

(4) 92G – Food Service Specialist. Serving as an Enlisted Aide more than 3 years is a negative. The NCO must alternate assignments between the field and Enlisted Aide positions to be competitive with their peers for promotions. Also, an assignment as a Dining Facility (DFAC) Manager is a plus for promotion.

c. Training and education. Civilian education is a plus, obtaining a degree weighs heavier than just college credit hours.

d. Physical Fitness.

(1) Ensure height and weight information is accurate. Panel members saw variations in height of up to 4 inches on NCOERs.

(2) Physical fitness block on the NCOER is viewed as an individual opportunity for the NCO to achieve an Excellence rating.

(3) The HT/WT and photo were important factors for promotion. Records with no photos or outdated photos set a negative tone with board members and reflected poorly on the NCOs desire to progress to the next rank.

e. Overall career management.

(1) ERB validation and current photos are a must. NCOs must take a new photo once promoted.

(2) Comments to the Board President should only pertain to the board. Letters to the Board President addressing minor administrative issues add no value to the file (Missing NCOERs, Awards, Education, etc.)

#### 4. CMF structure and career progression assessment.

a. MOS compatibility within CMF. The 92M and 92S do not have the same opportunity to fill key slots like Platoon Sergeant and First Sergeant positions as the rest of the other 92 series.

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b. Suitability of standards of grade and structure. The standards need to be restructured to expand the time in grade requirements for the secondary zone.

c. Assignment and promotion opportunity.

(1) Due to low density MOS, 92M and 92S have fewer assignment and promotion opportunities as compared to high density 92 series.

(2) Combat deployments and multiple deployments reflected very positively on the NCO and opened opportunities for high level military awards and badges.

d. Overall health of CMF. 92 series CMF is healthy across the board.


5. Recommendations.

a. Competence. NCOs must seek and obtain the hard jobs. For example: Platoon Sergeant, Detachment Sergeant, Warehouse NCOIC, and etc.

b. CMF structure and career progression. Look at the hard job assignments and other areas for career progression. For example: Battle Staff Course, Recruiting, Drill Sergeant, and etc.

6. CMF Proponent Packet. The overall quality of the packet was extremely informative and beneficial to all panel members who were not knowledgeable of the 92 CMF during the promotion board process.

7. Conclusion. The board is confident the very best qualified NCOs were selected for promotion to Master Sergeant.

  
DAVID RODRIGUEZ  
Colonel, LG  
Panel Chief